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ER-007

3 January 1985

NOTE FOR: DDA
             DDI
             DDO
             DDS&T

FROM: Executive Director

    John suggests we march right through the topics that the Director wants to cover. To help the flow of the actual session and to ensure that we cover all the topics, we have reordered the topics the DCI has provided us and allocated times to each as shown on the attached agenda. We plan to cover the DDO related topics, DDO/DDI collaboration, and "open information" on Monday night. Tuesday we will start off with information technology and move on to people, recognition and awards, and language, ending up with public image.

    For the DDO/DDI collaboration question, I suggest that Bob and Clair take about 5 minutes each to explain how they see it, leaving time for a few minutes of general discussion. On the "open information" issue, I suggest that Evan lead off, with 5-10 minutes worth, followed by Bob.

    On the other subjects I ask that each of us kick the topic off with a statement, no longer than 10/15 minutes, intended to serve as a basis for discussion. The balance of the time can be allotted to "back and forth" between us as appropriate.

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Attachment

cc: DDCI

Monday Night, 7 January 1985

Clair George - Human Sources   (60 minutes)

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Evan Hineman & Bob Gates - Open Information   (30 minutes)

-- Open information - do we have our act together on this with
   the HUMINT Committee, the library, FBIS, data banks? - are we
   doing well enough in rebuilding data banks?

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visited here a week or so ago with an impressive story of how he, with a couple of assistants, using commercially available data banks, has built the basis for a commercial intelligence operation which will be supported with a multi-million dollar budget - how do we understand the potential value and availability of data banks all over the world? - this is something that should be looked into carefully and systematically.

Tuesday Morning, 8 January

[   ] - Information Technology (60 minutes)   25X1

-- Computer information technology - [   ] memorandum   25X1
provides a basis for this important discussion.

Harry Fitzwater - People Related Issues (60 minutes)

-- People - this is a big subject, including recruiting, qualifications, training - we may need more specialized recruiting - we may need to slice off some of our quota and use it experimentally to recruit from untraditional sources (people with more experience, language qualified ethnics, etc.) - what can we do to improve our image to new recruits? - what can we do to get more help from the private sector? - what can we do to get a better image for the training we provide which will help both recruiting and training? - do we need someone in recruiting and someone in training with high visibility and access to devote all his or her time to visiting campuses and staying in touch with people in education, selling CIA, its training and challenge?

-- Recognition and Awards - what else can be done to recognize the special burden and contribution of our people in the field? - longer and more irregular hours than State and military - exposure to terrorist threats also experienced by other U.S. employees abroad but perhaps ours are more directly involved and easily targeted - in this connectin, we are beginning to formulate how our special benefits can be preserved - what do we need to do now to press this and what else should we be thinking of?

-- Languages - don't we need to make a much more concerted effort to overcome our language deficiencies, invest more in training, sacrifice other qualifications to bring in people with good language qualifications? - the IG report on EUR makes you weep when it assesses the language proficiency [   ] 25X1
[   ] there.

Bob Gates - Public Image (60 minutes)

-- Public image - we say frequently to ourselves that public support is so important to our mission that we can no longer suffer unfair criticism, distortions and falsehoods in silence

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- George Lauder has done well in responding to some stories - we sent a message with the complaint to the FCC about ABC - we should exchange views on where we go from here in this respect - my inclination is that we should open up more than we have, speak to the threats we see and the attacks we need to deal with more freely but within security limits - it seems to me the ice was well broken on this in the DDCI's testimony on active measures in the late 70s and again in the early 80s - I think it has worked well on technology transfer - I would be inclined to give destablization and promotion of insurgencies the same treatment - also the economic disruptions that seem to follow the Communist model, notably in Ethiopia right now - terrorism could lend itself to the same treatment - done properly this could accomplish important public education as to the vital nature of our mission and dilute or fend off the inevitable criticism - earlier in 1984, in connection with the Excellence initiative, we said we would be defending the institution more actively around the country and did begin the process but the flurries over the mining and then the manual diverted us.

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